

State of Delaware

Tobacco-Free Workplace Policy

The State of Delaware is dedicated to providing a healthy and productive work environment for employees, clients, visitors, and contractors. The goal of the Tobacco-Free Workplace Policy is to improve the health of employees and Delaware citizens by promoting tobacco use cessation. Tobacco use remains the number one underlying cause of premature death and disability in Delaware and the nation. In Delaware, about 1,200 deaths each year result from cigarette smoking with more than 440,000 deaths from smoking-related illnesses in the United States, according to the U.S. Centers for Disease Control and Prevention. Smoking can cause several types of cancer, heart disease, stroke and lung diseases. These diseases are the leading killers in the United States. Use of smokeless tobacco, cigars, pipes and other tobacco products also lead to disease and death. On average, direct medical expenses and lost productivity resulting from tobacco related diseases and death total a staggering \$722.8 million a year in Delaware.

Tobacco- Free Policy

The use of tobacco products is prohibited within the boundaries of all state workplaces including all buildings, facilities, indoor and outdoor spaces and the surrounding grounds owned by the State. This policy applies to parking lots, walkways, State vehicles and private vehicles parked or operated on State workplace property. This policy does not include public roads or sidewalks.

For the purposes of this policy, tobacco is defined as any type of tobacco product including, but not limited to: cigarettes, cigars, cigarillos, electronic cigarettes, pipes, bidis, hookahs, smokeless, spit tobacco or snuff.

The success of this policy will depend on the courtesy and cooperation of both tobacco users and nonusers. Everyone is responsible for respectfully following and helping to enforce the policy.

Violations of this policy may be subject to discipline, up to and including dismissal, based on the standards set forth in the Merit Rules, collective bargaining agreements, or other applicable laws or policies.

Effective Date

The policy requires State of Delaware workplaces to be tobacco free by January 1, 2013.

Tobacco Use Cessation Programs

The State of Delaware is committed to providing support to all employees who wish to stop using tobacco products and ensuring to the extent possible that employees have access to a variety of resources and assistance, including group counseling and for employees enrolled in a State of Delaware Group Health Plan, no charge tobacco cessation prescription medications, health coaching, and more through the DelaWELL Health Management Program at <https://delawell.alerehealth.com> or 1-866-674-9103.

Clients, visitors, and contractors are encouraged to contact the Delaware Quitline for tobacco cessation information at 1-866-409-1858

Delaware tobacco use statistics available at Center for Disease Control.
Available: http://www.cdc.gov/tobacco/data_statistics/index.htm
(May 10, 2012)

This policy is not intended to create any individual right or cause of action not already existing and recognized under state or federal law.

December 6, 2012